



POSITION DESCRIPTION

Position: Community Animator
Program: SENIORS COMMUNITY ANIMATION PROGRAM
Reports to: Program Manager
Date Approved: December 2022

The Seniors Community Animation program employs asset-based community development (ABCD) to support senior-led organization and mobilization, and activate the social infrastructure and existing resources of diverse communities. Community Animators work across the city to mobilize seniors as assets who can leverage their strengths to foster neighbourhoods and communities where everyone thrives. As part of this program, Community Animators work to strengthen protective factors for older adults and improve the collective resilience of the community as a whole by:

1. Increasing social participation, connectedness, and engagement for low-resourced, equity-seeking, and/or isolated seniors;
2. Supporting the health and wellbeing of seniors by providing meaningful opportunities for community-based engagement and leadership;
3. Strengthening networks of support and fostering a sense of belonging and inclusion;
4. Building resilience in seniors and their communities alike.

The Community Animator will employ an intentional community development approach in mobilizing the gifts, leveraging the strengths and potential of seniors to facilitate meaningful engagement that can contribute to the improved wellbeing of individuals and families in Edmonton. This position will collaborate with community organizations to identify opportunities for seniors to contribute to the betterment of individuals, families and the community. The Animator will engage seniors in the community, will monitor and evaluate assumptions, activities and endeavors which will serve to inform and guide the program utilizing a diversity, equity and inclusion lens.

At Sage, our vision is a community where all seniors are valued and have the opportunity to live according to their beliefs, abilities, and aspirations: we work to meet seniors where they are at, and support them through their journey as they see it. We employ an anti-racist and anti-oppressive approach across the organization, and work explicitly to combat ageism to support the holistic wellbeing and full engagement of seniors in our community. As part of this work, Community Animators will foster relational connections, value senior-led community development, and bolster social support networks for low-resourced and equity-seeking seniors aging in community.

RESPONSIBILITIES:

Area of Responsibility	Tasks
Community Animation	<ul style="list-style-type: none">• Identify individuals and groups of older adults and assist them in utilizing their skills within the community• Engage participants in discussions of relevant concerns and actions they can take as individuals or together as a group• Coordinate connections and support the initiatives, activities and/or events identified by participants• Conduct background research and explore opportunities for collaboration• Explore mentorship and intergenerational engagement opportunities• Maintain and nurture new and existing relationships <p>Employ asset-based community development (ABCD) to support senior-led organization and mobilization, and facilitate the development of senior-led initiatives</p> <p>Foster authentic and trusting relationships with individuals and groups</p> <p>Activate the social infrastructure and existing resources of diverse communities</p> <p>Identify potential resources in community and work with residents to leverage and strengthen these assets</p> <p>Facilitate connection to community and resources for older adults, and animate solutions that are driven by community</p> <p>Work with older adults to build on their community leadership, strengths, and assets</p> <p>Identify existing and potential resources and help seniors engage them in their initiatives, and build upon existing connections and shared language or culture to foster participation</p> <p>Build and strengthen social networks, and leverage individual and community assets so that seniors can access the personal, cultural, community, and professional support that they need to live well and thrive in their communities</p> <p>Connect with seniors who may be interested in contributing to their communities, and work with them to facilitate gatherings,</p>

	<p>make connections to larger systems, and access resources to support self-organization and build capacity in the community.</p> <p>Engage seniors to support, imagine, create, manage, and execute a wide variety of programs in their communities</p> <p>Help seniors bring their visions to fruition, connect them to the broader systems (e.g. schools) and resources (e.g. micro-grants) that can make their projects possible, and foster ownership of their initiatives beyond the support of the Community Animator</p>
Volunteer Coordination	<ul style="list-style-type: none"> • Provide on-going support, encouragement and recognition to students and volunteers in the A2S program • Assist with volunteer appreciation events at Sage.
Planning and Program Development	<ul style="list-style-type: none"> • Maintain statistical data • Keep up to date with data entry into data base • Assist with the development of policies and procedures for the A2S program • Develop standard forms and processes for all aspects of the A2S program as required • Work with Sage evaluation team to develop an evaluative framework for the program • Monitor, evaluate, and support ongoing efforts by participants • Keep up to date on development/research in the field of gerontology.
Community Engagement	<ul style="list-style-type: none"> • Work within the Seniors Equity Collective to increase access, engagement, and leadership opportunities for low-resourced seniors and/or those with structural vulnerabilities <p>Collaborate with human service organizations to develop neighborhood specific consultation process</p> <ul style="list-style-type: none"> • Interview city staff, agency staff, community leaders and connectors to explore connections • Keep up to date on resources and opportunities for seniors within the community • Assist communities in recognizing the value seniors bring to community through meaningful connections. • Contribute to/foster a community of practice that supports the engagement of older adults in other organizations
Other Duties	<ul style="list-style-type: none"> • Other duties as assigned/required. • Participate in planning and implementation of workshops and special events within a team environment.

QUALIFICATIONS

- College or University prepared in a wellbeing-related field and/or lived experience in a wellbeing-related field, such as community development, education, recreation therapy, social work, nursing, occupational therapy
- Hold a valid First Aid certificate
- Be able to provide a clear Police Check including a vulnerable persons check
- Have (and be prepared to use) a vehicle and possess a valid Class 5 driver's license
- Be able to obtain \$2 million auto liability insurance
- Have a clear understanding of inclusive, anti-oppressive practice
- Sage employees are required to be fully vaccinated against Covid-19

SKILLS and EXPERIENCE

- Experienced in community development/community animation
- Program development and implementation experience
- Able to demonstrate a good understanding of the needs of older people
- Understand ageism and its impact on society
- Knowledge of community resources and services related to older people
- Self-motivated, able to work independently when required and able to work as part of a team
- Excellent communication skills
- Comfortable presenting to large groups of people
- Excellent problem-solving skills
- Familiarity and experience with issues related to senior volunteers
- Understand the concept of community development
- Computer literacy, especially Word for Windows and Excel.

TERM

This is a permanent full-time position.

HOURS OF WORK

35 hours per week. Office hours are generally 8:30 a.m. to 4:30 p.m. with a 1 hour unpaid lunch break. However, this position may be required to work different hours in order to connect with seniors in their communities.

COMPENSATION PACKAGE

The salary range for this position starts at \$42,448 per annum. Rates above the base salary rate will be considered based on assessment of the successful candidate's education, skills, previous experience and other factors. Sage Seniors Association provides a 5% matched defined Contribution Pension plan as well as Employer paid Health & Dental benefits. Sage Seniors Association offers an outstanding work life balance for Employees including sick leave accruals, 3 weeks of vacation to start as well as paid time off between Christmas and New Year's Day, a hybrid working environment as well as the option for a compressed work week.